

**MOTION SUMMARY  
CIVIL SERVICE COMMISSION  
AUGUST 5, 2015**

ITEM 1. ROLL CALL

Jack Hilborn called the meeting to order at 3:00 pm.

Members Present: Jack Hilborn, April Nelson and Michael Robinson, and City Council Representative Lisa Keller

Staff Present: City Attorney Darren Shulman, Human Resource Manager Jessica Feller, Fire Chief John Donahue, and Police Chief Bruce Pijanowski

ITEM 2. APPROVAL of the Motion Summary of the Civil Service Commission meeting held JULY 13, 2015, as recorded and transcribed.

**Motion:** Mr. Robinson moved to approve of the Motion Summary for the July 13 Motion Summary, seconded by Ms. Nelson. Motion passed by a 3-0 vote.

ITEM 3. Amend the Police Officer List

**Motion:** Ms. Nelson moved to approve of the amended Police Officer List, seconded by Mr. Hilborn. Motion passed by a 3-0 vote.

ITEM 4. Presentation of the FD Promotional Hold List.

There is one (1) name on the hold list for the position of Captain. Six (6) applied and tested for the position and one (1) passed the examination. The list will be good for one (1) year from the date posted

ITEM 4. Approval of the Firefighter hiring process

Proposals have been broken down to ten (10) separate proposals that can be voted on separately, or together. Joe Murphy, Firefighter and Local 606 President spoke out in regards to the proposals on the physical agility test, part-time process, and paramedic points. Joe states he feels the CPAT and the Firefighter Mile have lesser standards than the City's physical agility and that there could be increased liability with multiple tests being offered. Joe states there is no clear way to make fair and unbiased decisions regarding the process of hiring part time firefighters. Joe also states he believes the paramedic points proposed are too high.

**Proposal #1:** Both parties agree on Proposal #1. April moves to approve. Mike seconds.

**Proposal #2:** Mike moves to approve the proposal with the contingency that the City develop standards for accepting, evaluating and approving hardship applications. April seconds.

**Proposal #3:** Both parties agree on Proposal #3. April moves to approve. Jack seconds.

**Proposal #4:** April moves to approve. Mike seconds.

**Proposal #5:** Mike moves to approve. April seconds. April states she does not approve taking the physical off site due to the merit of being able to establish a personal relationship and connection with the candidates. April would like to see the City's physical agility validated. Chief Donahue believes this would be in the budget for next year. Jack likes the physical agility as it is and has concerns regarding other tests meeting our standards but also shares the concern of our test not being validated. April states diversity within our fire department is a valid issue and there may be other reasons behind the lack of diversity in our fire department. Jack offers to make an amendment to approve the proposal as presented, with the understanding that the Commission feels the City's agility should be validated and urges the Chief to proceed with seeking a supplemental to do so this year. Darren recommends approving this proposal through the end of January, 2016. Jack moves to amend the proposal of approval through January, 2016 with an encouragement to the Chief to move forward with seeking a supplemental to validate the City's current physical agility. Mike seconds.

Joe states his belief that the Chief could move forward with the supplemental without permitting the additional testing. Jack feels allowing additional testing permits additional safeguards. Joe disagrees and feels the additional testing could cause issues regarding the City's physical agility being non-validated. Darren states from a legal standpoint, candidates are being provided several fair and equal choices for taking the physical agility. Mike Gamble, City Firefighter, states the physical experience of taking the City's physical agility made all the difference to him in choosing this department. Ron Nist, retired City Firefighter states the City's physical agility has been in existence for approximately forty (40) years and was developed by on duty firefighters at the time. It is understood the process to validate this test is lengthy and expensive. April moves and Mike seconds to approve # 5 as amended to strike outside testing.

**Proposal #6:** April moves to approve. Mike seconds.

**Proposal #7:** April moves to approve. Mike seconds.

**Proposal #8:** Mike moves to accept the proposal as amended to reflect five (5) points for paramedic. April seconds.

**Proposal #9:** Mike moves to approve. April seconds. Joe questions the interviewing process. Chief Donahue states there are no changes in the interview process. Joe states there is no longer Union opposition to this Proposal.

**Proposal #10:** April moves to approve. Jack seconds. April would like to withdraw her move to approve and vote to strike it down. April states the part time language is not necessary to add to the overall firefighter recruitment

process. Darren states the importance of this language is the clarity it provides to how the part time firefighter position can move into a full time position. This proposal provides limitations to internal transfers by the Chief, and creates a process that is transparent. Jack approves. The motion fails 1-2.

**Motion:** Ms. Nelson moved to approve Proposal #1, seconded by Mr. Robinson. Motion passed by a 3-0 vote.

**Motion:** Mr. Robinson moved to approve Proposal #2 with a contingency agreement, seconded by Ms. Nelson. Motion passed by a 3-0 vote.

**Motion:** Ms. Nelson moved to approve Proposal #3, seconded by Mr. Hilborn. Motion passed by a 3-0 vote.

**Motion:** Ms. Nelson moved to approve Proposal #4, seconded by Mr. Robinson. Motion passed by a 3-0 vote.

**Motion:** Ms. Nelson moved to approve Proposal #5 as amended to strike outside physical agility testing, seconded by Mr. Robinson. Motion passed by a 3-0 vote.

**Motion:** Ms. Nelson moved to approve Proposal #6, seconded by Mr. Robinson. Motion passed by a 3-0 vote.

**Motion:** Ms. Nelson moved to approve Proposal #7, seconded by Mr. Robinson. Motion passed by a 3-0 vote.

**Motion:** Mr. Robinson moved to approve Proposal #8 as amended to reflect five (5) additional points for paramedic certification, seconded by Ms. Nelson. Motion passed by a 3-0 vote.

**Motion:** Mr. Robinson moved to approve Proposal #9, seconded by Ms. Nelson. Motion passed by a 3-0 vote.

**Motion:** Mr. Hilborn moved to approve Proposal #10. Motion failed by a 2-1 vote.

#### ITEM 6. PUBLIC COMMENT

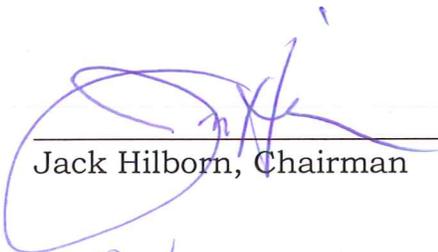
Nick Hrdy, Firefighter, voices a complaint about the Fire Lieutenant hiring process that was posted on 2/11/15. The recruiting resulted in the posting going external due to the lack of internal applicants. The issue discussed is the clarity of the requirement of an Associate's Degree. Darren states this issue is being discussed and clarified with the IAFF. Nick states he believes the

fire department had qualified candidates and that it was a knee jerk reaction to seek outside candidates.

ITEM 7. COMMISSION MEMBERS COMMENTS

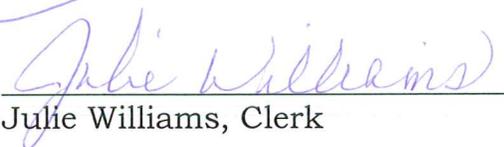
ITEM 7. MEETING ADJOURNMENT

Chairman Hilborn adjourned the meeting at 4:35 p.m.



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Jack Hilborn, Chairman



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Julie Williams, Clerk